



Employer

State of Alabama, Department of Industrial Relations, Phyllis Kennedy, Director

Digest

Governor's Regional Economic Roundtables

We asked, You Responded, We Listened

For many years, the Alabama Department of Industrial Relations has presented seminars on various topics of interest to employers, mostly on topics related to Labor Laws and Regulations. This year, our agency has teamed up with the Governor's Office, the Alabama Retail Association, the Business Council of Alabama, the Chamber of Commerce Association of Alabama; and the National Federation of Independent Business, to bring you a series of roundtables on a broader scale.

Based on a recent survey of Alabama employers, we are presenting information on topics voted the most important by you! We have also expanded the time frame from half a day, to a full day. (See survey results at: http://dir.alabama.gov/knowledge/opinion_results.aspx.)

Topics to be presented include:

- ▲ What the New Overtime Laws Mean for Your Business
- ▲ Employment Law
- ▲ Wage and Hour Law Overview
- ▲ Tips on Reducing Your Workers' Compensation Insurance
- ▲ Managing Your Unemployment Insurance Tax
- ▲ Confidentiality in the Workplace (Identify Theft)
- ▲ Complying with the New FAX and E-Mail Reporting Requirements
- ▲ Promoting Wellness Programs to Reduce Health Insurance Costs

See next page for dates, times, and locations.

What do the New Overtime Laws Mean for Your Business? Find out by attending one of five roundtables!

If you would like to be added to the e-mail list of the Alabama Department of Industrial Relations for future news, please provide your business name and e-mail address to: dherbert@dir.state.al.us.

Oct. 2004

Registration For Governor's Roundtable

Please register me for the Governor's Regional Economic Roundtable in _____ (City)

Please mail this form and a check for \$20.00 per person, payable to *Roundtable Fund*, to the address in the bottom right corner. Confirmation of your registration will be sent via e-mail. If you don't have an e-mail address your confirmation will be mailed or FAXed to you.

E-Mail address: _____. FAX #: _____.

Please type or print your business name and address, and phone number, clearly below.

Person(s) attending seminar

Special Accommodations: _____
Return to: DIR Public Information Office
649 Monroe St., Room 2440
Montgomery, AL 36131

DIR Provides Internet Resource for Business

The Alabama business community can turn to the Alabama Department of Industrial Relations Web site for information that can help enhance your operations.

The Web address is: <http://dir.alabama.gov/>. On the lower left side of the home page is the section, "News You Can Use." By clicking on "Things you might want to know," you will access the timely and useful information.

Current topics include the following: legislation preventing the controversial practice of SUTA (State Unemployment Tax liability) dumping; two Internet-based applications that will be saving employers time and resources in the near future; and information on two federal tax credit programs. There is also an archive of past topics.

DIR Employer Services

Required state as well as federal posters for your workplace may be downloaded at: http://dir.alabama.gov/docs/doc_type.aspx?id=2.

Find qualified workers through Alabama's Job Bank at: <http://www.jobsearch.org/al/>. Enter your job orders online, or for personal service, visit an Employment Service office located at a Career Center in your area. A directory of these offices is at: <http://es.dir.alabama.gov/CareerCenters.html>.

Let Labor Market Information give your business a competitive edge. Sign up for free publications or view publications online at: <http://www2.dir.state.al.us>.

With Alabama still reeling from the devastation of

Hurricane Ivan, information on the Disaster Unemployment Assistance (DUA) program is available from the DIR Web site: <http://dir.alabama.gov/>. On the center of the homepage, click on *Disaster Unemployment Assistance from Hurricane Ivan*, which provides an FAQ document for employers on DUA.

Two federal tax credit programs that have saved Alabama employers nearly \$90 million since 1996, have received a 24-month extension. The Work Opportunity Tax Credit and the Welfare-to-Work tax credit were extended through December 31, 2005. For additional tax credit information, contact: Work Opportunity Tax Credit Unit, 334/353-8030, or e-mail msanders@dir.state.al.us.

Alabama Takes Lead In Assisting Military

Alabama has launched a groundbreaking program for assisting military personnel returning to civilian life and the families of Alabama troops still deployed overseas. The Department of Industrial Relations has contributed to this effort with personnel and other resources.

"Operation Grateful Heart," through the toll-free number 1-866-452-4944, is one point of contact to request assistance and information regarding re-entry into the workforce, health benefits, and support organizations.

More information on "Operation Grateful Heart" is available on the DIR Web site: <http://dir.alabama.gov/>. Under the *Hot Links To* section on the right side of the homepage, click on *Veteran Services/Operation Grateful Heart*.

2004 Governor's Regional Economic Roundtables

If you have any questions or would like additional information, call the DIR Public Information Office at 334/242-8609 or e-mail dherbert@dir.state.al.us.

Each Roundtable will have registration from 8:00-8:30 and conclude at 4:15 p.m.

November 8
Alabama Center for Commerce Auditorium (7th floor)
401 Adams Avenue
Montgomery, AL 36109

November 10
Wiregrass Rehabilitation Center
795 Ross Clark Circle
Dothan, AL 36303

November 16
Huntsville Board of Realtors
535 Monroe Street
Huntsville, AL 35801

November 17
University of North Alabama Performance Center,
One Harrison Plaza
Florence, AL 35632-0001

November 18
Blue Cross/Blue Shield of Alabama
450 Riverchase Parkway East
Birmingham AL 35244